

ABSTRACT

Muhamad Ali Fitran, *Reconstruction of Outsourcing Labor Law at PT. Bank Syariah Indonesia Based on Justice*, under the guidance of Prof. Dr. Abdullah Sulaiman, S.H., M.H. as Promoter and Dr. Ahmad Redi, SH., MH., M.Si as Co-Promoter.

Scope of Outsourcing, is a means of providing job services to job seekers (Merriam-Webster's Collegiate Dictionary and Thesaurus). This outsourcing provision invites polemics and debates regarding the interests of workers and entrepreneurs. Laws and regulations governing labor issues always develop in accordance with the times. As the Manpower Law changes from time to time it has a major impact on the protection of outsourced workers in Indonesia **Problem Statement** How are the outsourcing labor law arrangements applied in Indonesia?; Why is Legal Protection of Outsourced Workers in Indonesia Necessary?; How is the legal reconstruction of outsourced labor at PT. Justice-based Bank Syariah Indonesia?. **The purpose** of writing this study is to analyze and find out the legal arrangements of outsourcing labor applied in Indonesia; To analyze and know the Need for Legal Protection of Outsourcing Workers in Indonesia; and To analyze and understand the legal reconstruction of outsourced labor at PT. Justice-based Bank Syariah Indonesia. **The research method** used in this study is normative juridical with an empirical juridical approach. **Results Summary** This research includes (1) Labor arrangements in Indonesia can be studied based on the political power behind them and arrive at the current Outsourcing Arrangements, namely Law No. 6 of 2023 concerning the Stipulation of Government Regulations in Lieu of Law Number 2 of 2022 concerning Job Creation into Law; (2) Legal Protection of Outsourced Workers in Indonesia is very necessary because of the weak balance of rights and obligations of outsourced workers in terms of regulations where Outsourcing Labor Protection implementing regulations more specifically regulate employment, upright on the basis of economic investment orientation, not upright on the basis of professionalism and human resource development; and (3) Reconstruction of Outsourcing Labor Law at PT. Justice-Based Bank Syariah Indonesia is directed to a justice-based outsourcing labor protection system in terms of Value Reconstruction in Law where, the law in regulating the outsourcing system of PT. Bank Syariah Indonesia follows existing rules by entering into a work agreement with a licensed outsourcing company; Hiring Outsourced Workers with work rules leading to work agreements that bind contract employees or freelancers within a certain time (PKWT).

Keywords: Reconstruction, Labor, Outsourcing, Justice